

DOLIR REVIEW

January - July, 2003

Volume 6, Number 1

Employees Take on Unexpected Jobs

Various State government agencies within Missouri have had to adjust to very significant budget reductions for the coming fiscal year. This fact has been covered during the past several months at great lengths within news publications throughout the State. This situation also certainly applies to the Department of Labor and Industrial Relations.

Within DOLIR Administration, several employees are taking on additional job duties that are quite different from their regular activities.



Lance Clingman (left), Bryan West and Dottie Kerr in the mailroom.

Normally, Lance Clingman and Bryan West operate printing presses and related post press equipment such as spiral binders, cutters, folders and paper joggers. With decreased printing requests (due to lower budgeting for printing by DOLIR agencies) and major loss of human resources in the Mailing Unit (due to retirements, reassignments, and injuries), they now find themselves becoming experienced operators of high tech Automated Inline Mailing System (AIMS) equipment. This is the same high speed equipment that is used to mail out, at times, over 100,000 pieces of mail in one day!

According to Debbie Reynolds, the DOLIR Mail Room supervisor, "You can't assign just anyone to operate these machines and expect them to be successful in a very short period of time. And we have only a short period of time to adjust to a very critical shortage of staff. Bryan and Lance help fill the gap because they are experienced in operating high speed complex equipment in the Print Shop. They adapt very quickly to our needs."

Dottie Kerr, another print press operator, eventually will join Bryan and Lance in becoming an experienced AIMS operator. When this happens, each of them will probably alternate for four hours each day, five days a week, every three weeks in the Mailing Unit. The other half day, each will return to his or her regular duties in the Print Shop.

Reynolds impresses the fact that this is a way of taking advantage of employees' particular skills in one area and applying them in another unrelated area.

Another example of this is seen in the recent efforts of Jackie Fischer. She is a graphic artist within the Design and Composition Unit. Among many other duties that have been placed upon her, she has been seen recently helping to bring about the renovation of the employee area just outside the cafeteria in the Dunklin Street Building in Jefferson City.

Employees have remarked how wonderful it is to see this particular area brought back to its intended beauty. Fischer is a Master Gardener in her private life. Gardening, of course, is not a required job component of the graphic artist position. Her experience,

however, has served very well with the needs of the Facilities and Maintenance Section that is responsible for maintaining the grounds at the Jefferson City Dunklin Street location. Facilities and Maintenance has also lost the needed human resources.

DOLIR Administration Director Robert Crouch remarked, "Jackie, Bernie [Kemna], Vince

see "Employees" on back page



(Left to right front) Vince Stieffermann, Gordon DeBroeck; (back) Jackie Fischer and Bernie Kemna in the courtyard



DIRECTOR'S MESSAGE

This is the first DOLIR Review since last December. Since that time there has been significant change occurring within Missouri State government that has directly affected the Department of Labor and Industrial Relations. Much of this revolves around the very limited budget and new legislation that could result in more retirements than usual.

Two things that have not changed, however, are the dedication and hard work exhibited by the DOLIR employees. With few new hires and the loss of staff, the Department has continued to meet its many duties and responsibilities in a timely and successful manner. All levels of employees have contributed to finding efficient ways of performing their respective jobs and completing higher volume workloads. Many, as partly revealed in the cover story of this issue, have taken on additional and completely different work expectations.

To all of you who have so wonderfully met the increasing challenges of your jobs, I offer you my most sincere appreciation.

Catherine Leapheart

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**Missouri Department of
Labor and Industrial Relations**
Bob Holden, Governor
Catherine B. Leapheart, Director

Pounds of Care

It started in the hearts of two people who cared and spread to encompass the third and second floors of DOLIR staff at 505 Washington Avenue in St. Louis.

Becky Goff is a claims technician in the St. Louis Regional Claims Center. Her husband Neil is a member of the Army Reserve and is also a high school teacher. Members of his unit have been deployed to the Persian Gulf. Former students of Neil's who joined the military services after high school have been sent to the region. A co-worker of Becky's, Beverlee Slayton, has a friend deployed to the Gulf.

In search of some way to show they cared, Becky found a site on the Internet. It provided a list for "Care Packages For Military Overseas." Becky copied this list and brought it to work. The Regional Claims Center staff rallied around the drive to put care packages together to send to the friends and former students in the Gulf. Items include pictures drawn by kids, Thank You cards, magazines, toiletries, wet wipes, hard candy, food treats, playing cards, sunscreen, lip balm and so forth. Co-workers collected money to pay the postage.

Knowing that no activity within this Department is "Top Secret", the list made its way to the second floor. The staff there was definitely motivated to create "Care Packages" as two of their own had sons sent to the Gulf. UI Auditor III, Gene Hammond has a son, Aaron, who was deployed with a Patriot Missile battery to the Gulf. UI Auditor II, Beverly Stewart Anderson has a son, Jeremy,

who is an Assistant Chaplain. Second floor UI auditors and Appeals staff, rallied around these two very concerned parents with an outpouring of caring.

The employees learned in the process that the "Care Packages" needed to be mailed in the name of a specific soldier. Packages addressed to "Any Soldier" are not shipped immediately. The U.S. Postal Service (USPS) measures "caring" in pounds and charges accordingly. The USPS also requires a detailed list for customs of what is in each box. The second floor staff sent over 78 pounds of "Care" to Jeremy and Aaron for themselves and their friends.

UI Auditor, Jim Rook brought in his camera with a wide angle lens to capture second floor staff seated around the pile of "care" with the two parents in the middle. A picture was sent to both Jeremy and Aaron

along with Thank You cards from the staff. This picture shows the second floor staff who were available when the photo was taken. Several individuals who donated to the "Care Packages" are missing from the picture but the recipients are greatly appreciative to all who donated.





NFL Selection Has Close Connection to DOLIR

During the weekend of April 26-27, 2003, the National Football League held its annual draft of future NFL players. The League's 32 teams went through 7 rounds and picked a total of 262 players, nearly all of them from the college ranks. Approximately 9,000 students are eligible for the draft, but less than three percent of them are drafted.

The 143rd player picked this year has a very close connection with the Missouri Department of Labor and Industrial Relations. He is Justin Gage, son of Ernestine Gage --- the DOLIR's chief personnel officer.

Young Gage played wide receiver for the Missouri Tigers through last fall. Prior to that he was a quarterback for the Jefferson City High School Jays, a traditionally football-rich environment.

Ernestine Gage gave the DOLIR Review some insight as to what the months, weeks and days leading up to the draft were like in her household.

DR: How was Draft Weekend for you?

EG: It was extremely tiring. The draft is a long and tedious process. It seemed like I was constantly cooking for lots of people. There were at least fifteen close friends of Justin's at the house. Many of them have big appetites. We had to move our large screen TV into a bigger room of the house. The media was always calling or at the door wanting to interview Justin. We had to try and keep the phones free for the important draft-related call to come through.

DR: Did this become a big waiting game?

EG: It certainly did. The First Round of the draft allows teams as much as 15 minutes to decide upon their selections. The Second Round allows 10 minutes per selection. Each of the final five rounds gives each team 5 minutes to make up its mind about its pick. Justin was picked on Sunday morning at approximately 11:15 in the Fifth Round.

DR: Describe what happened at this time.

EG: It was a blitz from 11:15 until 7 o'clock that evening. Right before he was selected, the General Manager of the Chicago Bears, Jerry Angelo, calls to ask Justin if he would like to become a Bear. Justin excitedly says, "Yes!" While Justin is on the line with the GM, he signals me to call his agent, Jim Steiner. While all are on the various phone lines, the TV shows Justin being picked. Almost immediately, Coach Dick Jauron calls to welcome Justin to the Bears family. This is followed by calls from the Bears' wide receiver coach, the Bears' media staff, the Chicago Sun Times, the Associated Press, and various local media. The

local ABC, CBS and NBC television affiliates also came to the home for feature stories.

DR: Has Justin had any contact with his former Jay and Tiger teammates, Justin Smith of the Cincinnati Bengals and Kirk Farmer, a free agent draft choice of the St. Louis Rams?

EG: Yes. Justin Smith called to give my Justin tips on how to handle the frantic happenings that go on leading up to the draft and that which goes on immediately afterward. Kirk and Justin [Gage] worked out together quite often leading up to the draft.

DR: Did Justin make any big purchases prior to signing a professional football contract?

EG: Yes. He bought a Cadillac Escalade EXT.

DR: What does Ernestine and husband Al Gage do now that the turmoil of the draft is past?

EG: Rest! Rest! Rest! This has been a one and a half year long energy-sapping process. Getting the right agent was very stressful!

DR: Prior to now, what was Justin's favorite NFL team?

EG: He had no real favorite. His cousin Revie Sorey, however, played for the Chicago Bears for about ten years. Revie's grandfather and my grandmother were twins.

DR: That's interesting! Do you have any other interesting tie-ins?

EG: Actually, I do! Justin's brother Brian, who is now 26 years-old, used to play for the "Chicago Bears" in Pop Warner Football in Indianapolis when he was a little kid. Justin used to often fall asleep in Brian's shoulder pads and Bears uniform after some of Brian's games. Also, the real Bears' first preseason game this August will be against the Indianapolis Colts. Justin was born in Indianapolis!

DR: Do you think you will see Justin in his first regular season home game?

EG: Yes. That will be on Monday September 29th against the Green Bay Packers. The game will be played at the brand new Soldiers Field in Chicago.

DR: Do you think they built the new Soldiers Field because of Justin Gage?

EG: Yeah, maybe they did! At least, it's a thought!



DOLIR Chief Personnel Officer Ernestine Gage is shown with her son Justin and his sports agent Jim Steiner at a recent banquet at which Justin was given the St. Louis Sports Council Award as Amateur Male Athlete of the Year.

DOLIR Mailbox



March 25, 2003

To whom it may concern,

I would like to thank Jacqueline McDaniel & De Shila Milton for their help. They were both very courteous to me.

Thank you for helping me resolve this matter. The Division of Employment Security has two fine employees.

Sincerely,
Shirley Fitzpatrick
Corner Gardens Bar
Warsaw, MO

McDaniel is a technician while Milton is a supervisor in the Employer Contributions Section's Liability Unit.

May 7, 2003
Division of Employment Security
Attn: Cindy Guthrie
P. O. Box 59
Jefferson City, MO 65104

Dear Cindy:

This letter is in regard to an Employment Security employee by the name of Dan Schwartz. I call him whenever I need help or have questions and he is always helpful & courteous. If he doesn't know the answer he finds out and calls back promptly.

It would be nice if there were more employees like Dan.

Sincerely,
Susan M. Gelven
Accountant

Schwartz is a supervisor in the Employer Contributions Section's Liability Unit.

Keeney is a claims technician in the Jefferson City Regional Claims Center

May 12, 2003

To whom it may concern: Concerning Mel Keeney

On Tuesday, May 6, 2003, I placed a call to the Division of Employment Security concerning a claim I thought was settled after receiving a letter on April 1, 2003 from Referee Robert Skain. Since I waited over 30 days and had not received any funds or correspondence, I decided to call and was fortunate to have spoken to a Mr. Mel Keeney. Mr. Keeney was very kind, very patient, and very professional with me. I had a long story, was once again stressed out from having to recount over a year's worth of letters and conversation. However, Mr. Keeney listened to me and explained to me what seemed to be a problem, he also explained what needed to be done to solve the problem. I immediately followed up on what I was asked to do. Mr. Keeney received my faxed information, called me to tell me what to expect. Mr. Keeney resolved the issue quickly, efficiently, and was very kind and very patient. I wanted to let someone know how much I appreciated his effort in helping me resolve the issue of unemployment funds.

Thank you,
Barbara Jean Dixon

Employees Help Implement Technology for Disabled

by Terry L. Welch, Corporate Communications—Article ran in the Federal Employee News

A playground accident at age 11 took away Jim Jordan's sight. It didn't keep him from wrestling in high school, though, or being the first full-time, visually impaired student at the University of Tennessee. Today, it doesn't keep him from bowling, water skiing or working in the Technology Service Organization of DFAS Kansas City.

Sharon LaRoussa suffered from polio as an infant and had always had difficulty in getting around, difficulty which was increased by an accident six years ago. Still, she's an avid gardener and a member of the United Federation of Doll Collectors, the National Trust for Historic Preservation and the Tri-County Art League. She's also an editor for the Procedures section of Military Pay at Kansas City.

Spirit seems to play a large role in their success, but modern technology plays a role, too.

"Technology has opened up my world," said Jordan, who uses a scanner, Braille embosser, power Braille and translation software to help him at work. "I really love that it's made me independent."

And without assistive technology, LaRoussa doubts she'd even be able to work at all. She uses an electric scooter to get around the DFAS complex and takes advantage of the Flexiplace program as well.

LaRoussa and Jordan aren't satisfied with having their own possibilities expanded, however. That's why they both serve on the Missouri Assistive Technology Council -- a governor-appointed council that advises the governor and the legislature on issues of assistive technology for the disabled. Jordan was appointed to the council in 1993, its first year, and was the chairperson in 1995. LaRoussa was appointed in 1999 and served as chairperson in 2002.

Both have helped to implement a number of state programs that include help for individuals and agencies with assistive technology funding, low-interest loans, new and used equipment and "last-resort" assistance to children under age 21 with items not funded through any other program.

LaRoussa said she feels rewarded by her service. "It has allowed me to feel I contribute to an effort that helps many," she said. An effort that, over the years, has gained many benefits for the disabled community in

Missouri -- including the Technology Assistance Program, a one-of-a-kind program that upgrades the computers of disabled Missourians with software or hardware that makes them more accessible.

As someone who has "lived in both worlds"- that of the sighted and of the blind--and did so at a young age, Jordan is especially happy with the Kids Assistive Technology program. That program helps families, especially low-income families, gain access to technologies, which will help their children succeed.

Success is something that both Jordan and LaRoussa like to see in others as well as themselves. Jordan was the Department of Defense Outstanding Employee with a Disability in 1995 and LaRoussa received the same title in 1997. Each has another title to prize, though. In 1998, LaRoussa received the Federal Women's Program award for Woman of the Year for DFAS Kansas City. Jordan received the 2001 DFAS Kansas City Employee of the Year. They pointed out that those awards were received for the quality of their work, in spite of their disabilities.

Jordan said they were helped in their achievement by the forward-thinking attitudes of DFAS and the Department of Defense, which he said were "way ahead of the curve." He pointed to the Department of Defense's Computer/Electronic Accommodations Program as an example of how the department has made it easier for its agencies to assist those who need it.

"The CAP program," LaRoussa explained, "is a stand-alone program that provides technical accommodations with money outside of their own agency. It allows people to not worry about additional costs to DFAS."

Also, they credit their fellow workers with a growing understanding of the plight of disabled workers. "A lot of the time," LaRoussa said, "people are generally in tune with disabled persons, even if they lack an intimate knowledge of their needs and requirements."

Jordan said a federal policy played a big part in helping people understand what kind of help disabled people need. Section 508 of the Rehabilitation Act was amended in 1998, and now requires that federal agencies' electronic and information technology is accessible to people with disabilities.

It's a message that he and LaRoussa have taken to the state of Missouri. LaRoussa said implementation of the state 508 program became one of the highest priority items of the council.

"508 compliance keeps people from shutting us out of the loop," Jordan said.

Congratulations!

Marian Moore
November 2002 DOLIR
Employee of the Month



Claims Technician
Division of Employment Security
Regional Claims Center
Kansas City

Noted for her detailed knowledge of claims, pleasant personality, excellent organizational skills, willingness to take on additional duties as needed, and superior contribution as a team member.

Matthew Hankins
December 2002 DOLIR
Employee of the Month



Contributions Technician
Division of Employment Security
Employer Contributions Section
Jefferson City

Effectively assisted Russian and Ukranian employers who were unable to speak fluent English but needed to better understand Missouri tax laws.

Cary Winchester
January 2003 DOLIR
Employee of the Month



Safety Consultant
Division of Workers' Compensation
Regulatory Section
Cape Girardeau

Designed and developed a database to track Second Injury Fund surcharge collections from uninsured carriers.

Pam DeLoyola
February 2003 DOLIR
Employee of the Month



Claims Technician
Division of Employment Security
Regional Claims Center
Jefferson City

A workers' hero who, besides being eager to learn and diligent in performing her job, does the little unnoticed things that make all employers work environments more comfortable and safe.

JoAnn Campbell
March 2003 DOLIR
Employee of the Month



Contributions Technician
Division of Employment Security
Employer Contributions Section
Jefferson City

Recognized for her leadership, organization and people skills that have led to the notable success of the tax performances system and special deposit processing of unemployment insurance contributions.

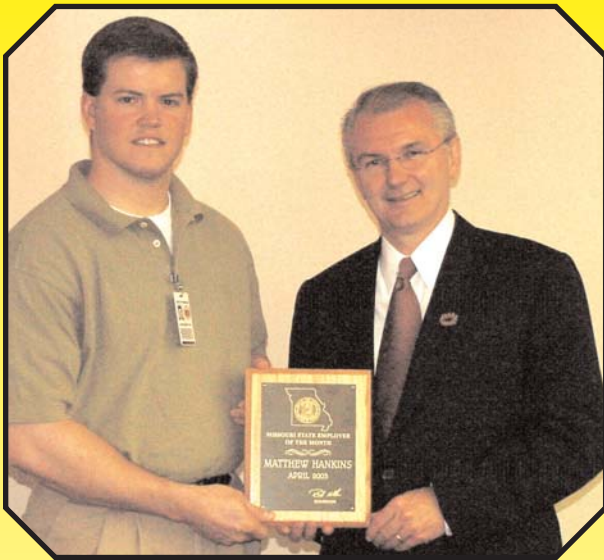
Karen Berendzen
April 2003 DOLIR
Employee of the Month



Claim Technician
Division of Employment Security
Regional Claims Center
Jefferson City

Widely known for her experience and initiative—in the words of her teammates, “Treats everyone with respect and a caring heart.”

Matthew Hankins is the State of Missouri's April 2003 Employee of the Month



Matthew Hankins (left) and Missouri Governor Bob Holden

On April 14, 2003, Missouri Governor Bob Holden came to the Dunklin Street Building in Jefferson City to present the April 2003 State Employee of the Month Award. He gave it to Division of Employment Security Contributions Technician Matthew Hankins.

Hankins has a degree in Russian from the University of Missouri–Columbia. He put this unique knowledge to a perfect use when he translated an in-person interview with a Russian employer.

According to his nominator, Linda Heflin, an unemployment insurance tax auditor, Hankins also “took it upon himself to translate the Employer Rights and Responsibility pamphlet sections that might be needed.”

Governor Holden praised Hankins for his courteous, helpful and professional manner in which he aided the Missouri employer who happens to speak only Russian.

Other departments within state government have asked to use his language interpretation services. It proves also to be a monetary advantage to the state so that the more expensive outside services are not required. This is particularly important during the current budgetary crisis.

Besides his many proud co-workers, others attending the award ceremony included his wife Gina; sons Caleb, 6, and Connor, 2; and parent-in-laws Jim and Yovetta Werner, all of Jefferson City.

Robert Lambert is the 2002 DOLIR Employee of the Year



DOLIR Deputy Director Cynthia Quetsch and Robert Lambert

DOLIR Director Catherine Leapheart announced the 2002 DOLIR Employee of the Year in February. The recipient of this award is Robert Lambert, a claims technician in the Division of Employment Security's Springfield office.

He was selected for developing the N1 Writer Program, an automated process that identifies claimants who have filed for unemployment insurance benefits, but failed to complete their 4-week, in-person reporting requirement necessary to continue receiving benefits.

Under the new program, claimants' social security numbers are automatically selected with no manual intervention from staff members. The N1 Writer Program results in faster processing time and saves nearly 30 hours of work each week.

Lambert was presented his award by DOLIR Deputy Director Cynthia Quetsch. He also received three days of administrative leave and a letter for his personnel file.



20 Years of Assisting Victims of Crime

Fiscal Year 2003 marks the 20th anniversary of the first awards made to victims and their families by the Missouri Crime Victims' Compensation Program. During FY 1983, the new Program received 192 applications and paid on 10 claims totaling \$30,894.95. Who could have envisioned that in 20 years, the Program would grow from a staff of two people to a staff of nine and award over \$6.4 million in FY 2002 to those affected by acts of violence?

The mission of the Missouri Crime Victims' Compensation Program is very simple. It is to financially assist as many victims who have sustained bodily or psychological injury as a result of a violent crime as possible, in paying for medical expenses, counseling expenses, funeral expenses and lost wages/or support, in the shortest time possible.

"In this day and age of ever-changing technology, it oftentimes becomes difficult for a victim and the family to feel understood," says Susan A. Sudduth, Program Manager. "They usually feel alone and are worried about being just another statistic. My vision has been to keep the Crime Victims' Compensation Program as victim-friendly as possible, a vision that would be impossible without the energy and team spirit mentality of caring Program staff."

Today, a maximum of \$25,000 may be awarded on eligible claims for crimes occurring on or after August 28, 2001. Benefits for funeral, medical and counseling expenses and lost wages or support are included in the \$25,000. The limits on certain types of expenses are up to:

- ▶ \$5,000 for funeral expenses;
- ▶ \$2,500 for counseling treatment; and
- ▶ \$200 per week for lost wages or support.

Under the umbrella of the Division of Workers' Compensation, the Program is a payer of last resort – paying for financial losses not covered by other sources, including, but not limited to:

- ▶ Auto, disability or health insurance;
- ▶ Public funds such as Medicaid;
- ▶ Sick or Annual (vacation) leave paid by an employer;
- ▶ Workers Compensation; or
- ▶ Restitution paid by an offender.

"Once the office receives an application, we conduct an investigation. Caseworkers contact law enforcement, doctors, hospitals, insurance companies and employers for verification of the claims made on the application," says Sudduth. "Criminal history checks and Medicaid eligibility checks are also conducted as a part of the investigation. Our office then makes a decision on the claim and the claimant is notified."

The funding mechanism of the Program is unique. It is funded, not by tax dollars, but from \$7.50 fees (surcharges) and judgments assessed against offenders in any Missouri court. Based on a sliding scale, the court is mandated to enter the following judgments on convictions: \$68 for a class A or B felonies; \$46 for a class C or D felonies; and \$10 for any misdemeanor. The assessed fee includes an infraction or violation of a municipal or county ordinance. The \$7.50 fees are shared with the Department of Public Safety and the split is based on a statutory formula that can change based on the previous years' balance of the Fund. The Program also receives an annual Victims of Crime Act (VOCA) grant.

"Our goal has been and always will be to assist those innocent people whose lives have been altered by violent crime", says Sudduth. "Any positive difference we can make in a victim's life is a difference that will hopefully begin the healing process."

For more information on the Program, call 573-526-6006 or visit the website at www.dolir.state.mo.us/wc/dolir6f.htm.

St. Louis Mother Is Very Grateful

Earlier this year, Division of Workers' Compensation investigators John Dye and Ken McKinney were traveling in the St. Louis suburb of Shrewsbury. They both work in the agency's Fraud and Noncompliance Unit.

While leaving a stop light on a busy two-lane road, they saw a small boy beside the road. As they came closer to him, he ran into the middle of the busy street in front of their vehicle.

Driver McKinney stopped while Dye got out and took the child from the road. While trying to communicate with the small boy, the child pointed to a particular house. Dye took the child to the house and McKinney tried to reach the Missouri Highway Patrol (*55) in order that the patrol could forward him to the local police department.

There was no answer at the residence to which the boy had pointed. Instead, and as was eventually learned, he lived in the house next door.

Dye went to this house and discovered the little boy's twin sister. Both were two years old.

The mother had been upstairs attending to homemaking activities. She had heard her daughter playing downstairs and assumed that both twins were together. Unfortunately, the small boy had unlocked the downstairs door and left the residence.

Dye and McKinney talked with the mother and discussed the dangers of not paying close attention to young children. They also advised that she and her husband might want to repair the exterior doors in order to keep the children from being able to get out on their own.

A few days after this incident, the child's mother contacted Dye. She expressed her and her husband's heartfelt appreciation for what Dye and McKinney had done. She ended her conversation by saying, "Thanks again. You'll definitely go to heaven I think for that. You've earned your spot."

LIFESTYLES

Retirees

Department of Labor and Industrial Relations

December 2002

Ken Adams, Procurement Officer II
Jon W. Collins, Computer Operator III

May 2003

Jerome M. Holtmeyer, Computer Information Technology
Specialist I

Division of Employment Security

December 2002

Joseph D. Harrison, Labor & Industrial Relations
Manager
Cheryl W. James, Claims Technician II
Carl M. Kidwell, Claims Technician II

March 2003

Ray D. Findley, Unemployment Insurance Auditor II
Shirley M. Goldammer, Senior Office Support Assistant
Samuel G. Leonard, Claims Technician I

April 2003

Cleo P. Conrath, Appeals Referee II

May 2003

Dotty A. Bauman, Unemployment Insurance Auditor II
Thomas J. Hurley, Unemployment Insurance Auditor II
Sharon F. Lueckenhoff, Claims Technician II
Linda L. Sauter, Contributions Technician II

June 2003

John A. Cushman, Claims Supervisor III
Sharon G. Walden, Claims Supervisor III
Charlene M. McDermott, Claims Supervisor III
Alice M. Daniel, Claims Supervisor II
Sharon Roxburg, Claims Technician II
Kathleen E. Larson, Unemployment Insurance Auditor II
Nancy Gragert, Contributions Technician II
Stephen C. Ladd, Claims Technician II
Gary D. Kipper, Claims Technician II

Promotions

Department of Labor and Industrial Relations

December 2002

Ralph Rivera, Computer Information Technology
Specialist I
Douglas Stephan, Office Services Coordinator

January 2003

Lynne Thompson, Procurement Officer II

April 2003

Debora Vaughan, Research Analyst I
Thomas Wieberg, Office Support Assistant

May 2003

Wanda McDonald, Personnel Analyst I
Dorothy Session, Personnel Clerk

Division of Labor Standards

January 2003

Jesse Sheppeck, Occupational Safety & Health
Consultant II
Timothy Wilson, Occupational Safety & Health
Consultant II

April 2003

Debra Northdurft, Senior Office Support Assistant

Division of Workers' Compensation

April 2003

Megan Fitzgerald, Senior Office Support Assistant

May 2003

David Steffes, Management Analysis Specialist I

Division of Employment Security

December 2002

Betty Bax, Claims Supervisor III
Gary Chatham, Unemployment Insurance Auditor I
Shannon Edler, Contributions Technician II
Glenda Liescheidt, Claims Supervisor III
Bettie Paugh, Claims Technician I

January 2003

Jeremy Beller, Claims Technician II
Brooke Black, Unemployment Insurance Auditor II
Jeffrey Blades, Unemployment Insurance Auditor II
Lynn Bookout, Claims Technician II
Carleton Briggs, Claims Technician II
Lee Brower, Claims Technician II
David Drinkard, Claims Technician II
Denise Gradel, Claims Technician II
Judith Little, Claims Technician II
George Mesik, Unemployment Insurance Auditor II
Patricia Oaks, Claims Technician II
Matt Peterson, Unemployment Insurance Auditor II
Betty Replogle, Claims Technician II
Ellen Roberts, Claims Technician II
Shay Smith, Claims Technician III
Rick Zinn, Unemployment Insurance Auditor II

February 2003

Marian Moore, Claims Supervisor II
Cynthia Palisch, Claims Supervisor II
Ruth Riechard, Unemployment Insurance Auditor II
Pamela Ummelmann, Unemployment
Insurance Auditor II
Amanda Wolfe, Contributions Deputy

March 2003

Michelle Besaw, Senior Office Support Assistant
Doris Neier, Claims Supervisor II

April 2003

Finee Bowles, Claims Technician II
Dennis Cannada, Contributions Technician II
Amber Fink, Claims Technician II
David Fisher, Claims Technician II
Christopher Jenkins, Claims Technician II

LIFESTYLES

Kathleen Kephart, Contributions Technician II
 Stephen Luce, Claims Technician II
 Jan Rice, Claims Technician II
 Ellen Roberts, Claims Technician II
 Beverlee Slaton, Claims Technician II
 Angela Walker, Claims Technician II

May 2003

Judy Bax, Executive II
 Jeanne Ertmann, Unemployment Insurance Auditor II
 Bonnie Kliethermes, Labor and Industrial
 Relations Manager
 Sara Montgomery, Senior Office Support Assistant
 Cassie Peterson, Claims Examiner

June 2003

Denise Rehmert, Administrative Office Support Assistant
 Charlene Veltrop, Claims Technician I

Governor's Council on Disability

May 2003

Tracy Lafollette, Executive I

Commission on Human Rights

December 2002

Sandra Herring, Human Relations Officer II

New Employees

Division of Labor Standards

April 2003

Renee Guerrero, Administrative Office Support Assistant

May 2003

Jennifer Henry, Occupational Safety & Health
 Consultant II

Darrin Walk, Occupational Safety & Health Consultant II

June 2003

Brian Hyatt, Occupational, Safety & Health Consultant II
 Sarah Petri, Occupational, Safety & Health Consultant I

Division of Workers' Compensation

March 2003

Randolph Wilkins, Investigator II

Division of Employment Security

January 2003

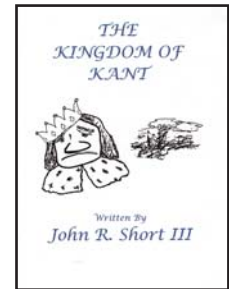
Christine Montgomery, Claims Technician I
 Rodney Rice, Claims Technician I
 George Storm, Claims Technician I
 Christina Veit, Contributions Technician I
 Stacy Worthington, Claims Technician I

May 2003

Gwendolyn Boots, Claims Technician I
 Ronald Seyl, Claims Technician I

DOLIR Employee Writes Children's Book

John R. Short III, a contributions field supervisor with the Division of Employment Security in Jefferson City, has written a children's motivational book. "The Kingdom of Kant" is about a place where people do not believe in themselves or their capabilities. A very self-confident prince soon enters the scene. What develops is life-changing.



Military Promotion

Darles Vernon, a registered nurse and the Programs and Support Chief for the Missouri Division of Workers' Compensation, recently was promoted to Lieutenant Colonel in the National Guard.



Kudos

Debbie Vaughan and Connie Baskett of the DOLIR Research and Analysis Section were recently recognized at the 2003 US Bureau of Labor Statistics/Occupational Safety and Health Survey National Conference held in Pittsburgh, Pennsylvania. Both women are research analysts. They were honored for their work in the 2002 Census of Fatal Occupational Injuries (CFOI) survey and for finding resources to collect data on a higher number of occupational fatalities than had been done in the past.

Baskett also received a "Shining Star" award for her contributions to the Missouri collection of the Survey of Occupational Injuries and Illnesses and for her participation in a Conference presentation.

Service Awards

Congratulations to everyone! Service Awards are presented to employees who have accumulated tenure with the Department in five-year increments, beginning with five years of service.

Fourth Quarter 2002

5 Years

Stephanie Bernskoetter
Ronald Bohanna
John D. Butler
Nancy L. Clardy
Byron G. Klemme
Kathryn R. Neal
Patrick D. Reid

10 Years

Jack K. Adams
Janet E. Ahnen
Carleton L. Briggs
Della A. Montgomery Buerk
Spencer A. Clark
William J. Davis
Kimberly R. Ebert
Delrose R. Englert
Linda S. Hafley
Guy R. Hendry
Peter M. Hoehn
Maria Krawat
Ronnell E. Lee Jr.
James R. McDowell
Robert L. MCKiernan
Robert E. Parker
John Percy
Paul H. Rothove
Stacey A. Tinkham

15 Years

Willie M. Enge
Rebecca Magruder
Margie Pierce
Elizabeth Rains
John R. Short III

20 Years

Mendy S. Becklenberg

25 Years

Carla K. Christian
Brenda Kreiser

30 Years

Juanita F. Barton
Joann L. Colvin

35 Years

Linda J. Honse

First Quarter 2003

5 Years

Barry V. Beach
Janice Dodds
Leah Hilgert
Fannie M. Murrell
Lana Temmen

10 Years

Robert A. Barr
Holly L. Bruno
Rollan Garrison
Joy L. Harrod
Lawrence F. Heuermann
Joseph M. Kovac
Clarence E. Lee
Scott E. Stimson
John A. Tackes
Paul A. Tortorello

15 Years

Alan J. Downs
William J. Harrington
Toni Rodriguez
Lynne M. Thompson
Bertha B. Truett

20 Years

Elaine C. Bode-Oliver
Cynthia E. Metz
Kathleen M. Wehmeyer

25 Years

Betty J. Lansford
Larry R. Ruhmann
Debbie Vaughan
Ronald S. Vest

30 Years

Jerome M. Holtmeyer
Arlan Mahon
Beverly Otto

40 Years

Shirley Goldammer

Second Quarter 2003

5 Years

Jeremy W. Beller
John Birch
Barbara Britton
Suzette Carlisle
Paul L. Green
Margaret D. Landolt
Leon D. Lawson
Catherine Leapheart
Sherman S. Louthain
Earl M. Miller
Stephen M. Ratliff
Bonnie Reznicek
Carrie Schwartze
Eileen C. Sickman
Alberta P. Thompson
Richard K. Thompson
Franklyn L. Wilson
Theresa Wilson

10 Years

Robert C. Anderson
Glen Corcoran
Donna B. James Devier
Linda Geiger Koelling
Roberta Kufrovic
Terry C. Lawley
Lynne A. Reinkemeyer

15 Years

Barbara Burke
Mary D. Carrender
Ernestine Gage
Glenda J. Prenger
Mary N. Turner

20 Years

Joseph G. Kempker
Mitchell Silverstein

25 Years

Bonnie J. Kliethermes
Melissa M. Saph

30 Years

Linda K. Allen
Cheryl E. Barnes
Larry A. Frank
Constance Kirchner
Carol J. Luecke
Gilberte B. Parastar
Rita L. Terpstra
Thomas C. Williams

"Employees" continued from front page

[Stieffermann] and Gordon [DeBroeck] have worked well together in providing a pleasant outdoor environment for all employees." Kemna and DeBroeck, both of the Facilities and Maintenance Section, provide the tools and products needed by Fischer while the latter provides the "imagination and sweat" needed to bring about a beautiful and enjoyable setting.



Joe Kempker in the print shop.

Joe Kempker, a printing services technician in the Printing Unit, also has used his various talents and skills to perform unrelated but very needed work. While the shorthanded Facilities and Maintenance Section was totally renovating the Print Shop, Kempker used his rather evident muscularity to help keep the renovation on schedule. One of the more demanding jobs was to take up the old and unsafe floor tile.

According to Printing Unit supervisor Jim Ketcherside, "This was not a job that just anyone could do. Joe has the physical strength and stamina that was needed."

Other examples of crossing unit and even section lines in order to "get the jobs done" are increasing each day as regular staff resources are dwindling. Truck drivers Jeff Walz and Larry Groves in the Supply Unit, who normally cross the state delivering supplies and helping in office moves, are often now seen making mail runs (delivering one ounce envelopes) throughout the Dunklin Street Building and at the cross town DOLIR Building besides moving heavy furniture and maneuvering large trucks along the metropolitan streets of St. Louis, Kansas City and Springfield.

Editor's Note: As the budget crunch continues to affect how DOLIR jobs are performed, it is quite likely that more and more employees will be involved in activities that they probably thought they would never be doing. The DOLIR Review welcomes articles on this situation for future issues. It asks only that such submissions cover activities that cross at least unit lines, but preferably, section and even agency lines.



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